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5-20-15

**AFSCME MEF/CEO AND CITY OF SAN JOSE  
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2015**

**AFSCME COUNTER PROPOSAL TO CITY COUNTER PROPOSAL (5/15/15) –  
PROTECTIVE FOOTWEAR**

Proposed MEF language:

- 12.11 Protective Footwear. The City agrees to provide a voucher for the purchase of protective footwear for up to \$150 **\$250** for employees when it is determined by the Director of Human Resources or designee that protective footwear is required for the employee. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection-Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per calendar year. The City will replace the employee's safety shoes if they are damaged beyond use due to a workplace incident. An individual may select an approved style that is more expensive than the City maximum by paying the difference. Employees in classifications who are entitled to receive a uniform allowance as provided in Article 12.10 above are not eligible to receive reimbursement for protective footwear under this provision.

Proposed CEO language:

**ARTICLE 7 WAGES AND SPECIAL PAY**

**7.24 Protective Footwear**

- 7.24.1 The City agrees to provide a voucher for the purchase of protective footwear for up to \$150 **\$250** for employees when it is determined by the Director of Human Resources or designee that protective footwear is required for the employee. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection-Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per calendar year. The City will replace the employee's safety shoes if they are damaged beyond use due to a workplace incident. An individual may select an approved style that is more expensive than the City maximum by paying the difference.